

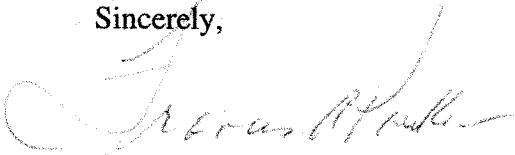
To Whom It May Concern:

4/22/04

Tom Welch was employed by Old European PF LLC , as manager of operations in February of 2004. Within weeks of his employment he developed a serious back condition which prevented him from physically performing his duties. His mental judgment also became impaired as a result of the pain medication he had to take to function throughout the day.

I eventually found no alternative, but to dismiss him from the job.

Sincerely,



Frances A. Parker
Managing member



Dining Services
Lommasson Center
The University of Montana
Missoula, Montana 59812-1944
Phone: (406) 243-6325
FAX: (406) 243-4241
Web: www.umt.edu/uds

March 13, 2008

Thomas Welch
PO Box 206
Lolo, MT 59847

Dear Tom:

You were eligible, applied and were approved for 12 weeks of unpaid job protection and the employer contributions toward your benefits under the provisions of the Family and Medical Leave Act (FMLA). This leave began on December 18, 2007 and will end on March 18, 2008.

According to University policy, during this 12 week period you received partial pay using all of your accumulated sick and annual leave, as well as 80 hours of donated sick leave.

This is to advise you that your employment at the University of Montana will officially end on March 18, 2008. The last day of your insurance coverage will be March 31, 2008.

Human Resource Services will notify Allegiance Benefit Plan Management of the ending of your coverage on March 31, 2008. Allegiance will send COBRA information by mail to your home, according to Federal law. If you elect it, your COBRA coverage for medical, dental and/or vision will start on April 1, 2008 and can continue for up to 18 months. You would self pay premiums to Allegiance monthly for this coverage.

As part of your employee benefits, you are also eligible to file for Long Term Disability with the Standard Life Insurance Company. The coverage that you elected is 60% of monthly base pay after a waiting period of 180 days. I have enclosed the application for Long Term Disability benefits. Please contact Rita Garland, Benefits Specialist, at (406) 243-4238 or by email at rita.garland@umontana.edu if you are interested in pursuing this benefit.

I want you know that you have been a valuable member of the UDS Senior Management Team and have contributed significantly to the advancement of our Board Plan operations. Because you are leaving your Assistant Director position in good standing, I encourage you to apply again with UDS when you are cleared to return to work. Thank you for your service to UDS.

Please let me know if you have any questions.

Sincerely,

Mark S. LoParco
Director

Cc: Rita Garland, Benefits Specialist, HRS
UDS Personnel File

